
Teacher and Principal Evaluation Policy 5.201

The Background:

This item presents several revisions to the teacher and principal evaluation policy:

Alternate Evaluation Models: In lieu of the state evaluation model (Tennessee Educator Acceleration Model (TEAM)), LEAs may select an alternate evaluation model from a State Board of Education approved list. The updated policy outlines the process for submission of these alternate models.

Student Growth/Achievement Measure: Thirty-five percent of principal and teacher evaluation is represented by the Tennessee Value-Added Assessment System (TVAAS) or a comparable measure. This addition clarifies the use of student growth in lieu of a comparable measure when student growth demonstrates proficiency or above and is higher than that comparable measure.

Student Surveys: The State Board of Education has approved the use of student surveys as an optional qualitative component of teacher evaluation. The updated policy provides guidance around instrument flexibility.

Below is a summary of key changes. The page numbers refer to the version of the policy without tracked changes:

- **Page 3:** Clarifies student growth measures for principals and teachers scoring in the top three quintiles.
- **Page 4: (section 2):** Clarifies the language around evaluation and removes references to alternate models. A separate alternate model section is added later in the policy.
- **Page 6:** Adds a section describing the alternate evaluation model approval process to provide greater clarity to the policy.
- **Page 13:** Adds a list of student survey instruments and provides additional guidance.
- **Page 14:** Removes the link to Approved Achievement Measure Matrix.
- **Page 16:** Removes WIDA Access from “Off the Shelf”.

The Fiscal Analysis Impact:

Tenn. Code Ann. § 49-1-212 requires that the Department prepare a fiscal analysis of any policy, rule or regulation proposed to the State Board of Education. This item has no financial impact on an LEA.

The Recommendation:

The Department of Education recommends acceptance of this item on first reading. The SBE staff concurs with this recommendation.